POLICY FOR CORPORATE SOCIAL RESPONSIBILITY

1. **Introduction**

Corporate Social Responsibility ("CSR") is defined as the integration of business operations and values, whereby the interests of all stakeholders including investors, customers, employees, the community and the environment are reflected in the Company's policies and actions.

The Company recognizes its responsibility to contribute towards sustainable development and stakeholder welfare, particularly in the areas where it operates, and to conduct its business in a socially responsible, ethical and environmentally sustainable manner.

2. **Commitment**

The Company is committed to:

- Continuous improvement in its CSR activities;
- Acting in a socially responsible manner;
- Complying with all applicable legal and regulatory requirements, including CSR-related disclosure obligations;
- Encouraging employees to be mindful of the impact of their actions on natural resources and society;
- Encouraging business partners to adopt responsible and sustainable practices;
- Ensuring transparency in CSR planning, execution and reporting.

3. **Purpose and aims**

The purpose of this Policy is to make clear to all stakeholders the Company's approach towards CSR and how it proposes to achieve its objectives.

In implementing this Policy, the Company aims to:

- Be responsible and accountable in its operations;
- Contribute to sustainable socio-economic development;
- Align its CSR initiatives with community needs, particularly in areas of operation;
- Ensure compliance with evolving regulatory requirements; and
- Adopt best practices in CSR governance and reporting.

4. **Standards of business conduct**

The Company recognizes that CSR encompasses all aspects of sustainable development and the impact of its operations on society. The Company shall:

- Operate in a manner that safeguards against unfair business practices;
- Develop and maintain constructive relationships with communities in which it operates;
- Identify environmental, social and economic impacts of its operations in consultation with stakeholders;
- Clearly define terms and conditions in all contractual relationships; and
- Conduct its business in an ethical, transparent and accountable manner.

5. **Environment**
   - The Company shall endeavor to minimize adverse environmental impacts through continuous improvement;
   - The Company shall work with stakeholders, customers and suppliers to promote environmentally responsible practices;
   - The Company shall support initiatives related to sustainability, efficient resource utilization, and environmental protection.

6. **Human rights**
   - The Company supports and respects the protection of human rights;
   - Employees, stakeholders, customers and vendors are encouraged to adhere to recognized human rights standards;
   - The Company shall not engage in or support discriminatory or exploitative practices.

7. **CSR Policy Framework**
   - The Company's CSR initiatives shall primarily focus on community development and uplift in areas such as education, healthcare, water, sanitation and environment and agriculture and livestock development;
   - CSR activities shall be designed to benefit communities in the vicinity of the Company's operations;
   - The Company may undertake CSR activities directly or in collaboration with credible partners, organizations or institutions;
   - In case of any statutory requirement relating to CSR expenditure, the Company shall comply with such requirements.
   - All CSR initiatives shall be undertaken in compliance with applicable laws, with due regard to ethical standards and transparency;
   - The Company encourages employee participation and volunteerism in CSR initiatives;
   - CSR activities shall be planned, implemented, monitored and evaluated to ensure effectiveness and impact.

8. **Governance, Disclosure and Reporting**
   - CSR activities shall be reported to the Board on a periodic basis, at least annually;
   - The Company shall maintain proper records of CSR initiatives and expenditures;
   - In line with applicable legal and regulatory requirements;
   - CSR activities shall be disclosed in the Company's annual audited financial statements;
   - CSR information shall form part of the annual report/business review;
   - This CSR Policy and details of CSR activities shall be made available on the Company's website;
   - The Company shall ensure timely and accurate disclosures to avoid regulatory non-compliance and associated penalties;
   - CSR expenditures shall be recorded in accordance with applicable accounting and tax laws, and the Company may avail permissible tax benefits.

Approval of CSR Expenditure and Donations

The Board of Directors may, from time to time, approve an annual Corporate Social Responsibility (CSR) budget for implementation of CSR initiatives and activities.

Within the approved CSR budget, the Chief Executive Officer (CEO) shall be authorized to approve and disburse CSR expenditures, donations, charitable contributions, sponsorships, and welfare initiatives in accordance with this Policy.

In the absence of an approved CSR budget, the CEO shall be authorized to approve and disburse CSR expenditures, donations, charitable contributions, sponsorships, and welfare initiatives up to such limits as may be approved by the Board of Directors from time to time.

A summary of CSR expenditures and donations made during the period shall be presented to the Board of Directors for information on a periodic basis.

9. Review of Policy

This Policy shall be reviewed periodically and updated as necessary to reflect changes in regulatory requirements, including any rules issued by the Securities and Exchange Commission of Pakistan (SECP), and evolving business and societal expectations.